

Training and Education Transformation



All training and education (T&E) programs are evaluated as parts of a career-spanning continuum. The T&E Continuum is a template for a systematic review of all individual and unit T&E initiatives, including entry-level training (such as military occupational specialty (MOS), schools), skill progression training, professional military education (PME), common skills training, and unit training. Skill progression training diminishes over time, while professional military education increases as Marines progress through the ranks. Experience is the ever-present constant that determines the rate at which a Marine trades skill progression training for professional development and PME. The Continuum provides perspective focus and balanced T&E development.

Training and Education Centers of Excellence (TECOEs) are responsible for linking all training and education programs to the Continuum. TECOEs are categorized as MOS-specific centers; skill centers, such as martial arts and marksmanship; climate/geographic centers, such as the Mountain Warfare Training Command (MWTC); or functional centers, such as the Marine Aviation Weapons and Tactics Squadron (MAWTS) and Marine Air-Ground Task Force Training Command (MAGTFTC).

A continuing review of entry-level training has resulted in efficiencies saving hundreds of manpower training years. Further review will identify additional T&E gaps, redundancies, and opportunities. Resulting improvements will raise individual and collective combat readiness.

TECOEs are also responsible for developing a key element of the T&E Continuum: the MOS Roadmap. Founded on doctrine, core competencies, and operational requirements, the Continuum is the cornerstone of training for every Marine.

MARINE CORPS MOS ROADMAPS

MOS Roadmaps provide a guide for Marines through the Training and Education Continuum. At a single source, the individual Marine will have access to general and specific career training, education requirements, and opportunities across the Continuum. From Private to Master Gunnery Sergeant/Sergeant Major and from Second Lieutenant to General, the MOS Roadmap assists Marines

in successfully navigating their tour of duty. Roadmaps display requirements of the MOS Manual in addition to other elements, including skill progression training, PME, billet assignment/unit training, and voluntary education. A significant benefit of MOS Roadmaps is that they provide mentors and leaders a “map” for counseling junior Marines on career training and education.

Draft editions of MOS Roadmaps were initially published on the Training and Education Command (TECOM) website beginning in May 2004. Additionally, Marines completing MOS schools are provided hard copies of current Roadmaps. Roadmaps are changed as requirements demand.